



DEPARTMENT OF THE NAVY
CHIEF OF NAVAL PERSONNEL
WASHINGTON, D.C. 20370-5000

AUG 21 2009

MEMORANDUM FOR ALL EMPLOYEES

Subj: EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Ref: (a) Title 29, Code of Federal Regulations, Part
1614.101-102
(b) EEOC, Management Directive 715 of 1 Oct 03
(c) DON Civilian Human Resource Manual, Subchapter 1601,
Para 2 of 1 Jul 05

1. Equality of opportunity is an essential element of readiness and is vital in attracting, developing and retaining a top-quality workforce in order to accomplish the strategic mission of the Navy. Therefore, in accordance with references (a) through (c), it is the policy of this command to:

a. Prohibit and proactively prevent unlawful discrimination in employment because of race, color, religion, sex, national origin, physical or mental disability, or age; and prohibit acts of reprisal against persons presenting or processing allegations of discrimination as well as opposing actions made unlawful by discrimination law;

b. Ensure Equal Employment Opportunity (EEO) is fully integrated into the mission with commitment from leadership at all levels;

c. Provide EEO for all employees and applicants through clearly defined Human Resources (HR) and EEO policies and programs;

d. Ensure that managers and supervisors share responsibility with EEO and HR personnel for successful policy and program implementation; and

e. Promote the full realization of EEO through continuing affirmative programs that are efficient, responsive and legally compliant.

2. As the Chief of Naval Personnel, all commanders, managers, and supervisors are expected to assist me in developing, implementing and annually assessing the EEO program.

Subj: EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

3. If you have questions about this policy or would like more information on equal opportunity in the workplace, please contact Mr. Kenneth Hines, Command Deputy EEO Officer, at (901) 874-3881/DSN 882.


M. E. FERGUSON III